

Resolution for a Constitutional Amendment to Meet the New Organizing Moment

UAW 39th Constitutional Convention — Detroit, Michigan, June 2026

Whereas, the American public’s support for labor unions remains steady at its highest level since the mid-1960s (~68%) and numerous workers across UAW-represented sectors want to form unions to have a real voice in their workplaces¹;

Whereas, despite these trends and a doubling of representation petitions filed at the National Labor Relations Board, U.S. union density has continued to steadily decline²;

Whereas, a majority of Americans view this decline as bad for the country and for working people³;

Whereas, higher union density results in higher labor standards and health outcomes for all workers, but especially for union members, and a more democratic society⁴;

Whereas, at its height UAW represented 1.5 million workers, including the vast majority of the workers in the U.S. auto sector;

Whereas, with the growth of a non-union auto sector across the country, today only roughly 200,000 out of over 1 million automotive and parts manufacturing workers are represented by UAW;

Whereas, UAW today only represents light-duty assembly workers at 4 companies in the U.S. (Ford, General Motors, Stellantis, and Volkswagen) while many other companies remain unorganized (BMW, Honda, Hyundai, Kia, Lucid, Mazda, Mercedes, Nissan,

¹ *Work and Education*, Final Topline GAL 049, Social Series (Gallup, Inc., 2025), <https://news.gallup.com/poll/694472/labor-union-approval-relatively-steady.aspx>.

² Hayley Brown and Emma Curchin, ‘Union Density Continues to Decline’, *Center for Economic and Policy Research*, 28 January 2025, <https://cepr.net/publications/union-density-continues-to-decline/>.

³ Ted Van Green, ‘Majorities of Adults See Decline of Union Membership as Bad for the U.S. and Working People’, *Pew Research Center*, 27 August 2025, <https://www.pewresearch.org/short-reads/2025/08/27/majorities-of-adults-see-decline-of-union-membership-as-bad-for-the-us-and-working-people/>.

⁴ Celine McNicholas et al., *Unions Aren’t Just Good for Workers—They Also Benefit Communities and Democracy* (Economic Policy Institute, 2025), <https://www.epi.org/publication/unions-arent-just-good-for-workers-they-also-benefit-communities-and-democracy/>.

Rivian, Subaru, Tesla, Toyota, Volvo, and more);

Whereas, there are hundreds of thousands of workers to organize in other UAW sectors. For example, in the Agricultural Implement sector, UAW represents 15,300 members out of 135,600 production and non-supervisory workers nationally. In the Aerospace sector, UAW represents 11,800 members out of 314,700 production and non-supervisory workers nationally.

Whereas, as UAW International President Shawn Fain has said, “density is destiny.”⁵ Winning unionized majorities in UAW-represented sectors will give union members more power to increase standards for all workers in those sectors, as well as for the entire working class, while less density means less power and lower standards;

Whereas, the UAW has launched a national campaign across the auto sector to organize all unorganized auto workers;

Whereas, since the last Constitutional Convention, the UAW has organized more than 75,000 new workers in our union. The UAW leads the labor movement in large-workplace organizing victories in recent years—at Volkswagen in Tennessee, at BlueOval SK in Kentucky, at numerous higher education and research institutions across the country, and beyond;

Whereas, despite the UAW’s investment in new organizing, there are still numerous potential and active organizing campaigns that need more resources to succeed;

Whereas, May Day 2028 is our opportunity to exercise the most leverage possible to win union recognition for new organizing campaigns as well as record contracts for members;

Whereas, Article 16 § 11.b of the UAW Constitution allows for the International Executive Board to withdraw up to \$60 million from the Strike and Defense Fund between Constitutional Conventions for “major organizing drives or other initiatives intended to increase UAW membership”;

Whereas, the Article 16 § 11.b withdrawal cap was last increased 20 years ago, in 2006;

Whereas inflation (CPI-W) increased by 64% between 2006 and 2026. If the withdrawal cap had been increased by the rate of inflation during this time it would now be roughly

⁵ Shawn Fain, ‘Fighting to Organize the Unorganized’, Opinion, *The Detroit News* (Detroit, MI), 8 May 2024, <https://www.detroitnews.com/story/opinion/columnists/labor-voices/2024/05/08/shawn-fain-fighting-to-organize-the-unorganized/73610706007/>.

\$100 million;

Whereas, accomplishing all of the UAW's priorities—from May Day 2028, to Organizing the South, to organizing the auto, aerospace, agricultural implement, higher education, and other sectors—will take more staffing and resources than are currently allocated;

And whereas, new organizing is the future of the UAW and the entire American labor movement; therefore, be it

Resolved, that Article 16 § 11.b of the UAW Constitution shall be amended from:

“such additional withdrawals shall not exceed sixty million dollars (\$60 million) between any two consecutive Constitutional Conventions...”,

to read instead:

“such additional withdrawals shall not exceed one hundred million dollars (\$100 million) between any two consecutive Constitutional Conventions...”,

so as to allow for the International Executive Board to fund large-scale new organizing efforts.

Co-authors: Kimberly Anderson, Daniel Ellis, Andrew Boren, Stephen Elser, Emily Duncan, Angela Darnell Baker, Eli Scott, Chun Wang, Kaylee Griffith, Patricia Bohls, JaShawn Combs, Theresa Engle, Alice Henderson, Laura Patterson, Ben Reische, Wayne Chan, Elicia Yoffee, Renee Roberts, Iman Oquinn, Tim Ryan, Victoria Ngo, Madeleine Wieland, Heather Haro, Mia Roberts, Anna Flynn, Esther Burkett, Dale Parks, Brandon Brown, Cory Copeland, Genevieve Kray, Julea Shaw, Hannah Johnson, Carina Grove, Robert Haerr, Justin J.D. Garcia, and Jacqueline Tkac